

## HUMAN-CENTRIC AI CHANGE MANAGEMENT

*“Lead People-First Transformation in the Age of Artificial Intelligence”*

### Schedule

Date	Venue	Fees (Face-to-Face)
16 - 20 Feb 2026	Dubai, UAE	USD 3495 per delegate

### Introduction

Artificial Intelligence (AI) is rapidly transforming organizations—but without a human-centric approach, even the most advanced AI projects risk failure due to fear, resistance, and cultural misalignment. As AI reshapes work, leaders must manage not just the technology, but the people impacted by it.

This immersive 5-day program equips change leaders, HR professionals, and digital transformation teams to drive AI adoption through inclusive, ethical, and human-centered strategies. From mindset shifts and workforce impact to AI literacy and trust-building, the course combines change management frameworks with real-world AI transformation challenges and solutions.

### Objectives

By the end of this course, participants will be able to:

- Understand the human impact of AI on roles, workflows, and organizational culture
- Apply change management strategies tailored for AI adoption and transformation
- Build trust, transparency, and ethical considerations into AI deployment
- Design engagement, communication, and capability-building plans for AI readiness
- Lead inclusive, cross-functional efforts to align people with intelligent systems
- Establish metrics for tracking adoption, impact, and cultural alignment

## Why Attend

- Learn how to balance technological innovation with empathy, communication, and trust
- Avoid AI implementation failure by addressing fear, resistance, and ethics early
- Position your organization to lead in the human-AI collaboration era
- Apply ready-to-use tools for stakeholder mapping, communications, and workforce transition
- Equip yourself with the knowledge to support reskilling, redesign, and future workforce planning

## Target Audience

This program is designed for:

- Change management and transformation leaders
- HR, L&D, and OD professionals navigating workforce disruption
- Digital, innovation, and AI project managers
- Team leaders and people managers involved in AI adoption
- Strategy, risk, and governance leaders shaping future-of-work policy

## Individual Benefits

Key competencies that will be developed include:

- Navigating the people side of AI transformation
- Human-centered stakeholder communication and engagement
- Anticipating emotional and ethical responses to AI
- Leading reskilling and role redesign conversations
- Translating AI strategy into cultural alignment and adoption

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved employee trust and engagement during AI adoption
- Reduced fear, resistance, and misinformation surrounding AI use
- Ethical and inclusive deployment of intelligent technologies
- Stronger alignment between AI initiatives and organizational values
- Faster and more successful transformation outcomes

## Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Human-AI collaboration, ethics, and change frameworks
- Case Studies - Global examples of successful and failed AI rollouts
- Workshops - Mapping workforce impact, resistance planning, communication design
- Peer Exchange - Interactive dialogue on AI fears, hopes, and readiness
- Tools - Stakeholder maps, adoption roadmaps, capability-building templates

## MAWA EVENTS

**Address:** No. 857, Block A2, Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

**Phone:** +601116373203 | **Email:** info@mawaevents.net

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## Course Outline

### DETAILED 5-DAY COURSE OUTLINE

**Training Hours: 7:30 AM - 3:30 PM** Daily Format: 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

#### Day 1: Foundations of AI and the Human Impact

- Module 1: What AI Is—and What It's Not (07:30 - 09:30) • Types of AI (Narrow, Generative, Predictive) • Common myths and employee misunderstandings • Understanding AI use cases and potential disruptions
- Module 2: Human-Centric Transformation Principles (09:45 - 11:15) • Human-centered design applied to change management • Empathy mapping and stakeholder perspective-taking • Aligning AI adoption with organizational values
- Module 3: Cultural Readiness and Ethical Risk (11:30 - 01:00) • Bias, transparency, explain ability, and accountability in AI systems • Assessing the organization's culture for AI readiness
- Module 4: Workshop - AI Readiness Mapping (02:00 - 03:30) • Teams assess organizational readiness across people, process, and purpose

#### Day 2: Change Frameworks for AI Implementation

- Module 1: Applying Change Management to AI Projects (07:30 - 09:30) • Integrating Prosci ADKAR, Kotter, and Agile change into AI programs • Unique barriers and enablers of AI-specific change
- Module 2: Stakeholder Identification and Segmentation (09:45 - 11:15) • Mapping fear, influence, and role-based impact • Identifying early adopters and AI champions
- Module 3: Resistance Management in AI Rollouts (11:30 - 01:00) • Psychological and organizational resistance to intelligent systems • Tools to surface, understand, and reframe pushback
- Module 4: Role-Play - Managing Resistance to AI (02:00 - 03:30) • Participants simulate real conversations to overcome fear and doubt

#### Day 3: Communication, Engagement, and Trust-Building

- Module 1: Designing Human-Centered AI Communication (07:30 - 09:30) • Messaging that promotes clarity, inclusion, and transparency • Avoiding techno-jargon and fear triggers
- Module 2: Building Trust in AI Systems (09:45 - 11:15) • Principles of transparency and accountability • Explain ability and auditability in AI outputs
- Module 3: Designing Inclusive Engagement (11:30 - 01:00) • Addressing vulnerable groups and affected roles • Building "change moments" and rituals into AI adoption
- Module 4: Workshop - Communication & Engagement Lab (02:00 - 03:30) • Teams create a trust-based communication plan for an AI use case

#### Day 4: Workforce Transition, Learning & Capability Building

- Module 1: Reskilling and Role Redesign for the AI Era (07:30 - 09:30) • Identifying skills impacted by automation and augmentation • Workforce planning and job transition support
- Module 2: Learning Programs and Change Enablement (09:45 - 11:15) • Upskilling, coaching, and continuous learning ecosystems • Training design for technical and non-technical audiences
- Module 3: Capability Frameworks for Human-AI Collaboration (11:30 - 01:00) • Emotional intelligence, digital fluency, and ethical awareness • Traits of future-ready leaders and teams
- Module 4: Workshop - Workforce Impact Planning (02:00 - 03:30) • Teams design a transition and learning plan for impacted roles

#### Day 5: Governance, Metrics, and Sustained Change

- Module 1: AI Change Governance and Leadership (07:30 - 09:30) • Roles of HR, IT, risk, and executive sponsors • Oversight, policy setting, and governance models
- Module 2: Success Metrics and Change KPIs (09:45 - 11:15) • Leading and lagging indicators of AI adoption • Behavior change and cultural alignment tracking
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Module 3: Integration and Change Sustainability (11:30 – 01:00) • Reinforcement loops, rewards, and rituals • Building AI literacy across the organization

- Module 4: Final Presentations & Wrap-up (02:00 – 03:30) • Group presentations of integrated AI change strategies • Action planning and certification

### Certification

Participants will receive a Certificate of Completion in Human-Centric AI Change Management, validating their expertise in managing the human side of AI adoption through structured, ethical, and inclusive change strategies.

### Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

<p><b>In-House / Customized Training</b></p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p><b>+601116373203</b></p>	<p>EMAIL:</p> <p><b>info@mawaevents.net</b></p>
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